

# EXHIBIT 3



**Philippine  
Overseas  
Employment  
Administration**

Republic of the Philippines  
Department of Labor and Employment  
800 Building, Oragon Avenue, EDSA, Mandaluyong City 1500  
Website: www.poea.gov.ph Email: info@poea.gov.ph  
Hotline: 722-1144, 722-1155



Name Hire Assistance Division  
Compliance Unit  
PM-POEA-034B-14 (04)  
EFFECTIVITY DATE: 31 November 2008

Fax no.: (832) 7221176

Name of Employer : ARMARIE JAFEL VERDE  
Name of Worker : EMERIL G. NASH  
Position : COMBINED FOOD PREPARATION AND SERVING WORKER  
Jobsite : MANCOS COLORADO U.S.A.  
Date : JUL 5, 2010

VICTIMS APPROVAL  
WITH P.O.E.A. I HAD  
NO INVOLVEMENT.

Please confirm compliance and inclusion of additional terms and conditions of the employment contract marked XXX below for the processing of the travel documents of the above-named worker(s) by signing in the space provided below.

1. Basic salary \_\_\_\_\_ for regular work hours and \_\_\_\_\_ for overtime pay, as appropriate
2. Transportation cost to worksite and return to the point of hire at employer's expense.
3. Free food and accommodation or offsetting benefits.
- XXX 4. Just causes of termination of the contract.

a. Termination by employer: The employer may terminate this Contract on the following just causes: serious misconduct, willful disobedience of employer's lawful orders, habitual neglect of duties, absentionism, insubordination revealing secrets of establishment, when employee violates customs, traditions and laws of host country and/or terms of this agreement. The employee shall shoulder the repatriation expenses.

b. Termination by employee: The employee may terminate this Contract without serving any notice to the employer for any of the following just causes: serious insult by the employer or his representative, harassment and unbearable treatment accorded the employee by the employer or his representative, commission of a crime/offense by the employer or his representative. The employer shall pay the repatriation expenses back to the Philippines.

XXX 5. In the event of death of the employee during terms of this agreement, his remains and personal belongings shall be repatriated to the Philippines at the expense of the employer. In case the repatriation of remains is not possible, the same may be disposed of upon approval of the employer's next of kin and/or by the nearest Philippine Embassy or Consulate at the worksite, at the employer's expense or offsetting benefits.

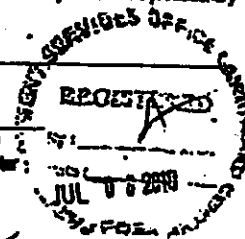
6. Failure to perform according to the standards agreed upon between the employer and the worker within the first twelve (12) weeks of the contract shall be a ground for termination of the worker in favor of the protection on probationary period.

7. Other Requirements/Provisions: \_\_\_\_\_

Company seal

ELMIRA C. STO DOMINGO  
Director II - Landbased Center

Signature of Employer: [Signature]  
Printed Name of employer: Violent Kelly  
Official Designation: HR Officer



THE VICTIMS/CO-COUNSEL  
LIED TO THE P.O.E.A. TO  
OBTAIN THIS APPROVAL.

THEY NEVER ARRIVED TO  
COLORADO. SEE EXHIBIT  
5. BILOXI WAS FINAL  
DESTINATION.